

**Wings Charter Middle School #467 Differential Pay  
2013/2014**

Teacher Incentive	1 share	.75 share	.5 share
Increase in student achievement	75% Students make growth MCAP and MAZE benchmark from Fall to Spring.	65% Students make growth MCAP and MAZE benchmark from Fall to Spring.	51% Students make growth MCAP and MAZE benchmark from Fall to Spring.
Student Attendance Rate (ADA)	94% or above	92% or above	90% or above
Teacher Leadership Roles	Evidence of effort in 4 or more areas: Continuous Improvement Planning, Common Core Standards Integration, Use of Data to Guide Instruction, Best Practices of technology integration, Leadership Roles within the school	Evidence of effort in 3 or more areas: Continuous Improvement Planning, Common Core Standards Integration, Use of Data to Guide Instruction, Best Practices of technology integration, Leadership Roles within the school	Evidence of effort in 2 or more areas: Continuous Improvement Planning, Common Core Standards Integration, Use of Data to Guide Instruction, Best Practices of technology integration, Leadership Roles within the school
Teacher attendance rate	98% or above (no more than 2.5 days)	97% (3- 5 days)	96% (5- 7.5 days)
Implementation of Professional Development Plan	Demonstrated evidence of 3 or more indicators: increased student engagement, increased classroom management, increased use of technology to enhance instruction, differentiated instruction that meets IEP/504 plans, or other area of need to be determined with administrator	Demonstrated evidence of 2 or more indicators: increased student engagement, increased classroom management, increased use of technology to enhance instruction, differentiated instruction that meets IEP/504 plans, or other area of need to be determined with administrator	Demonstrated evidence of 1 or more indicators: increased student engagement, increased classroom management, increased use of technology to enhance instruction, differentiated instruction that meets IEP/504 plans, or other area of need to be determined with administrator
<b>Classified Incentive</b>	<b>.5 share</b>	<b>.25 share</b>	<b>.1 share</b>
Increase in Student Achievement	Same as certified	Same as Certified	Same as certified
Initiative and Implementation	Self-directed; dependable, no need for reminders or re-direction; able to perform duties independently and well	Mostly self-directed; dependable, little need for reminders or re-direction; able to perform duties independently and well after routines established	Mostly self-directed; dependable, some need for reminders or re-direction; able to perform duties independently and well after training and mentoring

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Support Staff Incentive	1 share	.75 share	.5 share
Increase in Student Achievement	Same as certified	Same as Certified	Same as certified
Implementation of effective student management plan	To be determined	To be determined	To be determined
Student Attendance Rate (ADA)	94% or above	92% or above	90% or above